

HONORABLE JOHN C. COUGHENOUR

UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF WASHINGTON

BERNADEAN RITTMANN, FREDDIE
CARROLL, JULIA WEHMEYER, and RAEF
LAWSON individually and on behalf of all
others similarly situated,

Plaintiffs,

v.

AMAZON.COM, INC., and AMAZON
LOGISTICS, INC.,

Defendants.

No. 2:16-cv-01554-JCC

DECLARATION OF MICHELLE
PREVETTE IN SUPPORT OF
DEFENDANTS' OPPOSITION TO
PLAINTIFFS' MOTION FOR NOTICE
TO BE ISSUED TO SIMILARLY
SITUATED EMPLOYEES PURSUANT
TO 29 U.S.C. § 216(b)

ORAL ARGUMENT REQUESTED

NOTE ON MOTION CALENDAR:
JANUARY 20, 2017

DECLARATION OF MICHELLE PREVETT
NO. 2:16-CV-01554-JCC

MORGAN, LEWIS & BOCKIUS LLP
502 CARNEGIE CENTER
PRINCETON, N.J. 08540
+1.609.919.6600

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 0
- 1
- 2
- 3
- 4
- 5
- 6

1 7. One big difference between Prime Now and Amazon Logistics is that I am
2 eligible for tips when I make Prime Now deliveries. I was not eligible for tips when I made
3 Amazon Logistics deliveries.

4 8. Making sure Amazon's customers are satisfied with my deliveries is very
5 important to me. So, I am always looking for ways to do my work in a way that will make the
6 customers happier with Amazon and my services.

7 9. One example of my effort to find better ways to make deliveries is how I handle
8 hot and cold food deliveries. While doing Prime Now, UberEats, and Favor deliveries, I
9 discovered a problem that was making the customers unhappy—the hot food I deliver was
10 sometimes getting too cold by the time I could complete the delivery, and the cold food was
11 sometimes warming too much before I could complete the delivery. Amazon and UberEats did
12 not provide me with any sort of equipment to keep the food at the right temperature. To address
13 this issue, I got insulated bags to transport temperature-sensitive items. I paid for these bags
14 myself. I have found that using the insulated bags tends to result in happier customers. I have
15 also seen that my tips are better as a result of the bags. I use my insulated bags for my work with
16 Amazon, UberEats, and Favor.

17 10. I have never been called, emailed, or texted by Amazon employees at the
18 warehouse while on the road making deliveries. The only contact I have with Amazon while
19 making deliveries is through Amazon Flex support contact information in the app.

20 11. I do this work because its pays well, and I enjoy the flexibility and control it gives
21 me over my work. I get to make my own schedule, and I decide the best way to do my
22 work.

23
24
25
26
DECLARATION OF MICHELLE PREVETT
NO. 2:16-CV-01554-JCC

1 deliveries. I am very proud of my work for Amazon Flex, and I know the extra steps I take, like
2 using insulated bags, mean the customers who receive packages through me have a better
3 experience than if someone else makes their delivery.

4 12. There are a lot of different ways of doing things. For example, in the Amazon
5 Flex app, it might take me a longer way on my route. Instead of following the Amazon Flex app,
6 I take the addresses from the app and put them into Google Maps to navigate a more efficient
7 route.
8

9 13. At the Prime Now warehouse, I pick up and then deliver Amazon Fresh packages,
10 which are Amazon groceries. I do not receive tips for Fresh deliveries through the app. When I
11 get to the warehouse, I take a paper ticket with numbers on it and then get a route in order of the
12 number on the ticket. Recently over the holidays, I had been at the warehouse where the
13 warehouse employees were trying to send out Fresh packages. Instead of going up when their
14 numbers were called, I observed other drivers step back to skip their numbers to avoid taking any
15 Amazon Fresh packages and wait to get only the brown bag packages which get tips through the
16 app. Rather than wait for my number to get called, I opted to offer to take Fresh packages
17 because I have started to find that I might get cash tips from customers for Fresh deliveries.
18

19 14. I understand that this declaration is being provided in connection with lawsuits
20 brought against Amazon by current and/or former DPs who claim that Amazon should have
21 classified them as employees and paid minimum wage and overtime. I understand that the
22 plaintiffs are seeking to represent current and former DPs, including me, in a collective action
23 lawsuit. I understand that I may be invited to join the lawsuit and that I could be eligible to
24
25

1 participate. What I say in this declaration is the truth. I also understand that the lawyer(s) who
2 interviewed me and prepared this declaration for me represents DSI and does not represent me.

3 15. I am providing this statement voluntarily and without any duress, threats,
4 intimidation or coercion. I understand that I did not have to give this declaration, can provide or
5 refuse to provide a declaration or testimony, and know that giving information in this declaration
6 is not a condition of my contract with Amazon. I attest to the information in this declaration
7 voluntarily and of my own free will.
8

9 I declare under penalty of perjury of the laws of the United States that the foregoing is
10 true and correct to the best of my knowledge, information, and belief.

11 Executed on January 3, 2017 in Dallas County Texas.
12

13 
14 Michelle Prevette
15
16
17
18
19
20
21
22
23
24
25